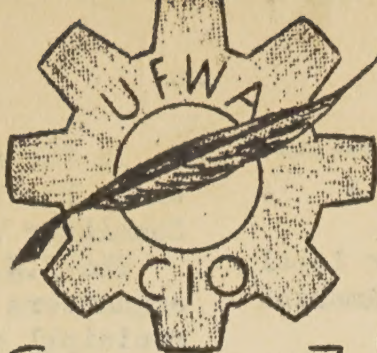


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AGRICULTURE LOCAL #2, UFWA

August 1938

WHAT THE EXECUTIVE ORDERS DO

I. EXTEND CIVIL SERVICE

The most important effect of the Executive Orders of June 24 is the extension of civil service to all positions not exempt by statute, "except (1) policy-determining positions; (2) other positions which special circumstances require should be exempted."

Incumbents acquire civil service status upon passing a noncompetitive examination and certification of six months of satisfactory service.

The competitive civil service formed 80 percent of the executive branch in 1933. This proportion fell to 63 percent in 1937, when 309,591 persons were outside civil service. Whether or not speed and urgency justified noncivil-service recruitment in the new agencies is no longer relevant. These agencies have been staffed, and the years have served to eliminate those whose sole qualification was a "Congressional letter." The noncompetitive examination will remove the last trace of patronage and leave no justification for a subsequent reversal of the orders. Some 74,000 persons on emergency payrolls may be covered.

Another large group of employees, numbering about 48,000, who may benefit, are those in schedules A and B positions exempted for "special circumstances" which now will be scrutinized.

Should employees fail to qualify, they still may be retained, albeit without civil service status, upon certification of satisfactory service.

Benefits of civil service are not limited to greater security of tenure. Other desirable features are classification (in the Departmental service) and retirement.

The union has many functions in connection with the extension of civil service: (1) see that all who can and desire to be, actually are covered; (2) guard against unnecessarily stiff exams; (3) secure noncivil service reappointment for those who do not qualify; (4) aid employees to acquire citizenship--a requirement; and (5) secure from Congress at next session the power to complete extension of civil service to the executive branch.

(Watch subsequent issues for the following: II. Establish Career Service; III. Consider employee grievances; and IV. Improve Personnel Administration.)

PROMOTIONS

Director of Personnel Roy Hendrickson, at a recent conference with Agriculture unions, pointed out three current suggestions for a well-rounded promotions policy:

- (1) Posting of vacancies, as at present placed in operation with union help;
- (2) Mr. Hendrickson's plan for a card index of all employees, for selecting eligibles for vacancies; and
- (3) Civil Service promotion registers, included in recent executive order.

Stated Mr. Hendrickson:

"We don't want to get out a plan not acceptable to employees. If so, it won't work. That's why I want your union to coordinate these three plans as employees want them."

Discussion at the regular Local meeting on July 28 brought out several criticisms to be presented,

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U S D A O R G A N I Z E R

Published monthly by Agriculture Local #2, United Federal Workers of America

President Simon Rottenberg
Vice President Daniel Sullivan
Editor Edmond Harris

WHO IS TO BLAME ?

The "Christianizing" campaign conducted by Republic Steel was bared at hearings of the Committee on Civil Liberties, Conducted by Sen. LaFollette.

The Steel Workers Organizing Committee is resolved to unionize the industry. Republic is equally determined to anti-unionize not only the workers, but the entire community.

Conflicts result. Who is to blame?

First, who uses coercion?

Republic has spent \$392,123 in support of "company unions," outlawed by Federal statute. Republic induced advertisers and bankers to "Christianize" Birmingham editors. Canton High School principals had to hold assemblies for anti-union speakers. Republic sought to "Christianize" ministers of the Gospel and their congregations, demanding Canton pulpits for speakers on anti-unionism.

Second, who defies the law?

A Canton sheriff was prodded in the stomach with a gun when he inspected a Republic subsidiary plant, and was later told to "Get the H--- out of here." During the Canton "big Little Steel strike" irresponsible company guards shot into a group of regular police who promptly returned fire.

Third, who commits violence?

Republic company guards -subjected school children to tear and nausea gas, filled a passerby's back with 400 buckshot, felled an expectant mother two miles from the plant and shot her again through the soles of her feet as she lay helpless with legs crippled. Company officials characterized such incidents as "regrettable." Why? Because they cost the company \$60,000 in damages ?

In the midst of such company tactics, what has the Steel Workers Organizing Committee been thinking?

The S.W.O.C. strictly instructed its organizers to observe even oppressive municipal ordinances (most of them since removed) against assembly and distribution of literature. They used only legal organizing methods. They held open, public meetings. They exhausted every endeavor to secure agreements without a strike.

The S.W.O.C.'s success is attested by unionization of over half a million men in 80 percent of the plants and the absence of strikes for 18 months in 535 plants which signed agreements.

Republic Steel and subsidiaries, among the few plants resisting unionization, attempt to charge labor with coercion, defiance of law, and violence!

As Republic's charges fly, look at the blood on Republic's hands. Look at the guns in Republic's arsenals. Look at the army responding to Republic's dollars! There you will see wherein lie coercion, defiance of law, and violence!

IN OUR FAR-FLUNG EMPIRE :

Public places in Puerto Rico have signs on the walls informing customers that they have no rights of free speech over their coffee and rolls.

CIO AND A. F. of L. COLLABORATE

The CIO and the A.F. of L. find themselves fighting side by side against common enemies during several current Democratic primary election campaigns.

Both rallied their Virginia forces behind William Dodd, Jr., young New Dealer, against the incumbent, Rep. Howard Smith, whose House votes and Rules Committee tactics marked him as no friend of labor.

In Maryland, both have seen the obvious need to eliminate from the Senate one of reaction's active spokesmen, Rep. David Lewis, ex-coal miner, friend of labor. Democratic voters' voices will be heard there, September 12.

WE PRESENT !!!
MR. JOHN P. DAVIS, EXEC. SEC'Y.
National Negro Congress

AND THESE MOVIES

"THE RIVER"

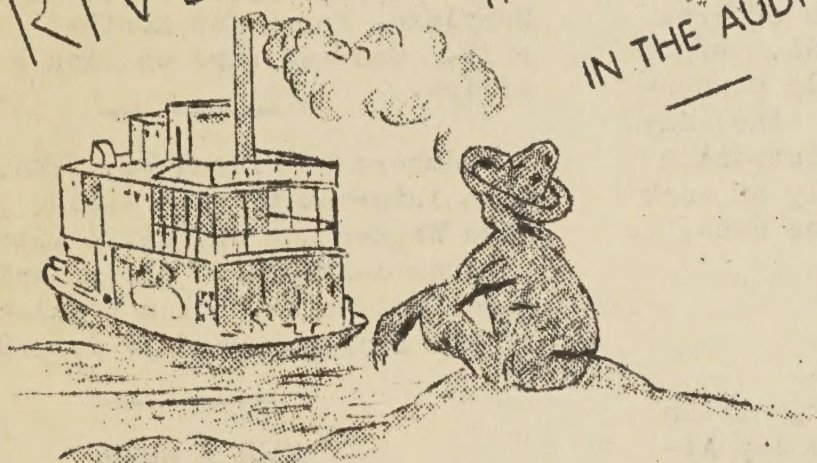
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"THE NEGRO FARMER"

THURSDAY, AUGUST 4, AT 8:00 P.M.

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ON THE LABOR FRONT

American labor sorrows at the passing of Justice Benjamin Nathan Cardozo.

America -- and particularly American labor -- needs the judge who can say:

"Nor is the concept of general welfare static. The needs that were narrow and parochial a century ago may be interwoven in our day with the well-being of the nation. What is critical or urgent changes with the times."

The deep sympathy Mr. Cardozo had for labor's efforts to improve living standards by organization was expressed in the high standards of justice shown towards trade unions by the New York high court with which he served.

Another great jurist has joined the late Justice Oliver Wendell Holmes among the rare immortals of the American judiciary.

A few days after the President had signed the Wage-Hours Bill, 125 representatives of the CIO Textile Workers

Organizing Committee met in Charlotte, N.C., to plan a new drive to organize Southern textile mills amid impending wage cuts.

Reports were that 175,000 Southern textile workers had joined the union, and that, despite the recession, collective bargaining elections had been won in 40 mills in the last months.

Southern mill workers, says TWOC's Executive Director Emil Rieve, are showing even greater militancy than workers in the North in their devotion to the principle of unionism and in their resistance to the wave of wage-cuts.

Textiles are at the base of Southern industrial labor's potential progress. Successful organization in the mills is the prelude to the spread of effective unions throughout the South. An excellent start has been made towards industrial democracy where aid has long been sought.

EXECUTIVE ORDERS CLARIFIED

CIVIL SERVICE

Queries regarding the President's executive orders were answered for 600 Department of Agriculture employees at an Auditorium meeting sponsored by the UFWA Agriculture Local #2 on July 8.

Personnel Director Roy Hendrickson detailed the application of the orders to Department employees.

The orders themselves, said Alfred Friendly, local columnist, are merely policy statements, Presidential blessings on personnel ideals. He emphasized that employees, through organization, can and must play an important part in giving meaning to the orders.

President Jacob Baker, UFWA, urged unions to work quickly to help personnel offices. He pointed to the day when joint union and administration efforts will be continually at work to meet needs of the job to be done.

FOOD SHIP

Father Michael O'Flanagan, Irish Catholic priest and educator; Jay Allen, newspaper correspondent; and Robert Morss Lovett, editor, the New Republic, emphasized the need for a Food Ship for the Spanish people, at a meeting at the Rialto, July 18.

The Washington Friends of Spanish Democracy, sponsors, are receiving money and food for the Ship, at Room 100, 1410 H Street, N. W.

Florence Ades, one of our Local members, employed in the Solicitor's Office, graduated as an accountant from the Benjamin Franklin University this past June.

Civil Service Commissioner Harry B. Mitchell recently pointed out that a number of Government agencies, including AAA, RFC, and FHA, do not, under existing law, benefit from the recent executive orders extending civil service. For this reason, the UFWA is beginning a campaign for legislation to grant civil service status to employees of these agencies.

So! Veronica Powers, after sojourning at Emergency, has hied herself to Maryland for a few months' complete rest. Gee--we sure do miss her at the office.

Members of Local #2, UFWA, listened with interest to the inside story of "The Wagner Act and Civil Liberties" by Gardner Jackson of the American Civil Liberties Union, at a regular meeting of the Local, Thursday, July 28.

MANY A WORD

C.M.White (vice-pres. Republic Steel Corp.) at Senate Civil Liberties hearing, when pressed regarding "company police"): I see four policemen with sidearms. If it is for my protection, I am grateful.

Sen. LaFollette: We want you to feel a homelike atmosphere.

We don't dare try to pronounce the kind of operation Jeanne Laffey had, but its scientific name sure sounds important. A speedy recovery and hopes for your return to the office soon!

JOIN LOCAL #2 TODAY!

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